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Kroger Co. and United Food and Commercial Workers, Local 278 Memorandum (1986)

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Kroger Co. and United Food and Commercial Workers, Local 278 Memorandum (1986)

Location

VA; WV; TN; KY

Effective Date

1-1-1986

Expiration Date

9-1-1989

Employer

Kroger Co.

Union

United Food and Commercial Workers

Union Local

278

NAICS

44

Sector

P

Item ID

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Keywords

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Comments

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10/21/86

MEMORANDUM OF AGREEMENT

BETWEEN

THE KROGER CO. AND UFCW LOCAL #278

Present Agreement plus the following changes:

1. H & W - Contribution rates of 74¢ per hour for present eligible employees, 36¢ per hour for all other eligible employees to the Carolina UFCW Local #204 Fund.

Transfer of coverage for eligible employees from the Central Virginia Fund and the commencement of contributions to the Carolina Fund will occur first of the month following the acceptance of this employee group by the Carolina Fund. Contributions to the Central Virginia Fund will be discontinued upon the acceptance and subsequent contribution to the Carolina Fund.

Contributions will not be made for and coverage will not be provided for courtesy clerks, or newly hired employees who have not completed six (6) consecutive months of employment.

M.O.B. on 74¢ - both up or down six (6) months, (18) eighteen & (30) thirty months following acceptance by the Carolina Fund.

2. Pension 24.1 - Amend 45¢ rate to 40¢.

5-16-88
Red from
UFCW Local 278
X 9/89

3.

SCHEDULE "A" WAGES

	11/09/86	11/15/87	11/20/88
<u>Front End, Grocery, Produce, Dairy and Deli Departments</u>			
Head Produce Clerk	9.95	10.20	10.57
Head Grocery Clerk	9.95	10.20	10.57
Head Checker	9.30	9.55	9.92
Front End Manager	9.55	9.80	10.17
Head Dairy Clerk	9.04	9.29	9.66
Head Deli Clerk	9.04	9.29	9.66
 Full-time Clerk at \$8.96 on 8/28/83 <u>(See Note #1)</u>	 8.71	 8.96	 9.33
 Full-time Deli Clerk <u>(prior to 8/28/83)</u>			
0 - 6 months	5.00		
6 - 12 months	5.50		
12 - 18 months	5.75		
18 - 24 months	6.00		
24 - 30 months	6.75		
Over 30 months	7.10	7.35	7.72
 Full-time Grocery Clerk <u>(prior to 8/28/83)</u>			
0 - 6 months	5.00		
6 - 12 months	5.50		
12 - 18 months	5.75		
18 - 24 months	6.00		
Over 24 months	7.10	7.35	7.72
 Part-time Grocery and Deli Clerk (prior to <u>8/28/83)</u>			
0 - 6 months	3.50 (+15¢ over prevailing minimum wage)		
6 - 12 months	3.60 (+10¢ over 0 - 6 month bracket)		
12 - 18 months	3.80 (+20¢ over 6 -12 month bracket)		
18 - 24 months	4.00 (+20¢ over 12-18 month bracket)		
24 - 30 months	4.20 (+20¢ over 18-24 month bracket)		
Over 30 months	Progress to starting full-time Grocery and Deli Clerk rate above (\$5.00) and progress for each nine (9) months worked.		

		<u>11/09/86</u>	<u>11/15/87</u>	<u>11/20/88</u>
Grocery and Deli				
Full-time				
(hired after 8/27/83)				
Start	\$4.00			
After 1 Year	4.50			
After 2 Years	5.00			
After 3 Years	5.75		6.00	6.37

Grocery and Deli				
Part-time				
(hired after 8/27/83)				
Start	3.50			
After 1040 hours	3.75			
After 2080 hours	4.00	(+ a 25¢ per hour increase for each 1000 straight time hours worked to a maximum rate of \$5.00 per hour effective 1/4/87).		

Courtesy Clerk 3.40 (+ 5¢ over prevailing minimum wage)

MEAT DEPARTMENT

Head Meat Cutter

Under \$15,000	\$10.53	\$10.78	\$11.15
\$15,001 to \$20,000	10.59	10.84	11.21
\$20,001 to \$25,000	10.65	10.90	11.27
\$25,001 to \$30,000	10.80	11.05	11.42
Over \$30,000	10.85	11.10	11.47

(Journeyman)			
<u>Meat Clerk</u>	9.84	10.09	10.46

(Journeyman)			
Meat Clerk			
<u>Part-time</u> ¹	8.09	8.09	8.09

Meat Clerk at \$8.90			
<u>rate on 8/28/83</u>	8.65	8.90	9.27

Meat Clerk Full-time
(prior to 8/28/83)

Start	5.00			
6 - 12 months	5.50			
12 - 18 months	5.75			
18 - 24 months	6.00			
24 - 30 months	6.50	6.25	6.50	6.87

NOTE 1. Upon ratification these employees will be reclassified as Meat Clerks and red-circled at the 11/20/88 rate.

11/09/86

11/15/87

11/20/88

Meat Clerk Part-time
(prior to 8/28/83)

Start	\$3.50 (+15¢ over prevailing minimum wage)
6 - 12 months	3.60 (+10¢ over Start Bracket)
12 - 18 months	3.80 (+20¢ over 6 - 12 month bracket)
18 - 24 months	4.00 (+20¢ over 12- 18 month bracket)
24 - 30 months	4.20 (+20¢ over 18- 24 month bracket)
Over 30 months	Progress to starting full-time Meat Clerk rate above (\$5.00) and progress for each nine (9) months worked.

(Apprentice)

Full-time Meat Clerk

Start	4.78		
After 6 months	6.00		
After 12 months	6.50		
After 18 months	7.75 ²		
After 24 months	8.00 ²		
After 36 months	8.75	9.00	9.37

Meat Clerk Full-time
(hired after 8/27/83)

Start	4.00		
After 1 Year	4.50		
After 2 Years	5.00		
After 3 Years	5.75	6.00	6.37

Meat Clerk Part-time
(hired after 8/27/83)

Start	3.50
After 1040 hours	3.75
After 2080 hours	4.00 (+25¢ per hour increase same as Clerk pg. 3)

Non-Food Wage Progressions:

<u>Non-Foods Section</u> <u>and Drug Department</u> <u>Part-time Clerks</u>	<u>Sunday</u> <u>Following</u> <u>Ratification</u>
0 - 6 months	3.45
6 - 12 months	3.50
12 - 18 months	3.60
18 - 24 months	3.70
24 - 30 months	3.95
30 - 36 months	4.30
Over 36 months	4.70

NOTE 2. Upon ratification these employees will be reclassified as Meat Clerks and red-circled per Item #2 of the Special Program for Meat Departments.

<u>Existing Full-time Employees</u>	<u>Sunday Following Ratification</u>
0 - 6 months	\$3.75
6 - 12 months	3.85
12 - 18 months	4.10
18 - 24 months	4.65
24 - 30 months	4.90
30 - 36 months	5.50
Over 36 months	6.40

Head Drug Clerk 7.10

Receiving Clerk 7.10

New Part-time hired after 12/20/83

Start	3.50
After 1 year	3.75
After 2 years	4.00 (+ 25¢ per hour increase for each 1000 straight time hours worked to a maximum of \$5.00 per hour effective 1/4/87).

New Full-time hired after 12/20/83

Start	4.00
After 12 months	4.50
After 24 months	5.00
After 36 months	6.00

4. *Holidays - Delete 14.4, 14.5, 14.7, 14.8, 14.9, 14.10 *EFFECTIVE 1-1-87*

Employees hired after ratification will receive four (4) personal holidays in lieu of New Year's, Fourth of July, Thanksgiving and Christmas. These are the only holidays these employees will be eligible for and this eligibility is dependent upon the employee completing twelve (12) consecutive months of employment. Each holiday will be paid at the rate of fifteen dollars (\$15.00) per day. Other holiday provisions will not apply to employees hired after ratification.

5. *Expiration - 9/9/89

All elements of this package become effective the Sunday following ratification unless otherwise specified.

6. Employees hired after ratification will be paid straight time for hours worked on Sundays and Holidays for the first two years of employment. A one dollar (\$1.00) per hour premium will be paid for Sunday and Holiday work thereafter.

Sunday and Holiday hours will be worked by employees hired after 8/27/83 except that, if additional employees are needed, employees hired prior to 8/27/83 will be

scheduled to work provided they have signed up for such work.

Part time employees hired prior to 8/27/83 may choose to work on Sunday and holiday work force by waiving the time and one-half provision, and in return be paid a \$2.00 premium for each hour worked on Sundays and holidays in addition to their straight time pay. Any such employee that desires Sunday or holiday work will sign a letter of waiver. These employees will not be eligible to claim or work any hours in excess of 40 hours per week.

*Apply to Non-Food Agreement as a supplement to the Food Agreement.

7. -Article 15.32 - Change 12 weeks to 6 weeks.
8. -Article 17.5 - Add "stepchildren"
9. -Article 13.1 - Change to read -
schedule posted by 12:00 noon. The shop steward has
the right to make a copy of the schedule.
10. -NEW - Side letter on an Employee Feedback Process
11. -Agree to meet to discuss Seniority & Bumping.
12. -Article 6 - Dispute Procedure - 6.1
Step 1. By conference between the employee and the Shop
Steward or Business Agent and the Manager.
13. -Move Item 8 on Page A-5 to Article 15 - Make it 15.35 and renumber
15.35 to 15.36.
14. -Article 17 - Leave of absence - 17.9
The Employer agrees that any member of the Union
employed by the Employer during the period of this Agreement who is
elected to permanent office in the Union or to any Union activity
necessitating a leave of absence shall be granted a leave of absence
and shall, at the end of the term in the first instance or at the end
of this mission in the second instance, be given re-employment at his
former wage rate (seniority permitting), plus any increase or less any
reduction that may have become effective during his absence. This
paragraph shall be limited to one employee from the stores and/or one
employee from the Meat Plant. Such leave will automatically renew for
_____ years unless notification is sent by such employee in writing to
cancel leave. _____ to be filled in by the years of the agreement.
15. -Delete 19.3
16. -Article 25 - Insurance - 25.332 - Delete
17. -Meat Plant Supplement - Article 6 - Dispute Procedure - 6.1
6.1 Should any differences, disputes, or complaints arise
over the interpretation or application of the contents of this
Agreement, there shall be an earnest effort on the part of both
parties to settle such promptly through the following steps:
Step 1. By conference between the aggrieved
employee, the shop steward or both,
and the foreman.
Step 2. By conference between representatives
of the Union, the Shop Steward, the Plant
Manager, and the aggrieved employee if the
Local Union so requests.
Step 3. In the event the last step fails to settle
the complaint, it may be referred to
arbitration.

18. -Meat Plant Supplement - Article 6 - Dispute Procedure - 6.5

Grievances must be presented within fourteen (14) days of the occurrence. After Step 1 has taken place the grievance will be reduced to writing if it has not been resolved in Step 1. A Step 2 meeting will be scheduled to review the written grievance within fourteen (14) days of the Step 1 meeting.

19. -Meat Plant Supplement - Article 15 - Seniority - 15.4

In addition to the Maintenance Department, there shall be seven (7) other seniority classifications as follows:

- 1) Meat Cutter Processor (Journeyman)
- 2) Meat Material Handler - Days
- 3) Meat Material Handler - Nights
- 4) Ground Beef Processor
- 5) Sanitors
- 6) Part-time employees
- 7) Wrapper and Packer

20. -Meat Plant Supplement - Article 15 - Seniority - Combine 15.5 and 15.6 to make new 15.5 as follows:

In the event of layoffs in the Meat Plant, such layoffs will be by job classifications listed above, with the employee(s) so affected having the right to bump the lowest seniority employee in the plant; Senior employees who do not have work experience in the duties of less senior employees in other classifications, but have the overall seniority to bump the junior employees, will be allowed bumping rights into the classifications of the less senior employees in accordance with production needs for the classification per scheduled workweek.

21. -Meat Plant Supplement - Page A-1 - Delete Break Up and Meat Trainee classifications.

22. -Meat Plant Supplement - Miscellaneous Notes - Delete Items 4, 5, and 6.

23. -Meat Plant Supplement - Miscellaneous Notes, Item 8
Washing Machine Operator and Whizzer Knife Operator will have the same progression as the Sanitor.

24. Non-Discrimination

The Employer and the Union agree that there shall be no discrimination against any employee because of race, religion, color, creed, national origin, sex, age, handicap, Union affiliation or activities or veteran's status in accordance with existing law. Where the word "he" appears in this Agreement, the parties agree that it applies to both "male and female" employees.

25. -Special Program for Meat Departments

1. All present Journeyman Meat Cutters will be red-circled at their existing rates and will be eligible for any increases which are negotiated in future contracts for that group of full-time employees who are on the \$9.55 rate on 7/16/86.

This group is described in the current Agreement as "Meat Clerk at \$8.90 rate on 8/28/83". It is further agreed that this arrangement for present Journeyman Meat Cutters will remain in effect through 12/31/90 or the expiration of this Agreement whichever occurs later.

2. Apprentice Meat Cutters will be red-circled at the 30 month rate if they have achieved that rate of pay, the 24 month rate if they are at that level. Those apprentices that have not yet reached the 24 month level will continue to progress through the progression rates until they reach the 24 month level and will then be red-circled at the 24 month rate.
3. Delete all language that distinguishes between Journeyman Meat Cutters, Apprentice Meat Cutter, and Meat Clerks.
 - 11.31 delete
 - 11.32 delete
 - 11.33 delete
 - 15.33 delete the last sentence; "When the junior Journeyman is laid off, he may replace the junior Apprentice in the zone".
 - 15.34 change to read:
There shall be three classifications of Meat Department employees:
 - Head Meat Cutter
 - Full-time meat employee
 - Part-time meat employee
 - side letter dated 8/31/83
delete items #4 and #5.
4. Any journeyman meat cutter as of August 18, 1986, may be eligible for a cash buyout, provided the employee requests the payment in writing within thirty (30) days of ratification of this Agreement and agrees to leave the employment of this employer not later than 12/27/86. The forms to be completed by the employee will be provided by the Employer. This circumstance will be treated as a voluntary resignation and the Company and the Union will be held blameless by the resigning employee.
5. Journeyman Meat Cutters who resign will be paid the after tax value of ten thousand dollars (\$10,000), unless the employee has completed twelve (12) or more years of service in which case the payment will be the after tax value of twelve thousand dollars (\$12,000). Apprentice Meat Cutters who resign will be paid a pro-rata share of the ten thousand dollar package. The pro-rata value will be based on their pay rate as a percent of the journeyman rate of pay.
6. All full-time meat department employees, except Head Meat Cutters, will be "dovetailed" on to the full-time meat department employee

seniority list. All part-time meat department employees will be dovetailed on to the part-time meat employee seniority list. Head Meat Cutters will continue to be on a separate seniority list. For pay purposes, all meat department employees will be in one of the following four (4) groups:

- A - Red-circled employees
- B - Full-time meat employees
- C - Part-time meat employee
- D - Head Meat Cutter

7. It is understood that Head Meat Cutters, "Second Man", and Journeyman Meat Cutters will be treated alike for purposes of this package.

Head Meat Cutters promoted in the future will be covered by the Head Meat Cutter pay schedule in effect at that time.

26. -Special Clerk Program

Any full-time clerk on the pay rate of \$9.55 per hour or \$9.71 per hour, and any department head, other than Head Meat Cutter, may be eligible for a cash buyout, provided the employee is so classified on August 18, 1986, and requests the payment in writing within thirty (30) days of the ratification of this Agreement and agrees to leave the employment of this employer not later than 12/27/86. The forms to be completed by the employee will be provided by the Employer. This circumstance will be treated as a voluntary resignation and the Company and the Union will be held blameless by the resigning employee. The above mentioned employees who resign will be paid the after tax value of ten thousand dollars (\$10,000). Employees on the \$8.10 per hour rate of pay who are eligible as of 8/16/86 will be paid seven thousand dollars (\$7,000). Employees who are not "Status 1 employees" may be eligible to cash buyouts, but will be paid on a pro-rata share using the 1986 vacation pay as the basis for the pro-rata share.

Special payments may be taken in 1986 or 1987 in both the program for Meat Department Program and the Special Clerk Program.

The preceding 10 pages constitute a memorandum of agreement ~~between~~ ^{and} the parties subject to ratification by the membership. Once ratified, this memorandum shall constitute the agreement between the parties until such time as a new contract is drafted and signed by the parties.

This twenty-first day of October, 1986.

For the Company

W. Greulich
Alan G. Koehler
Larry LaCroix

For the Union

Bill Bassett
Don Grant
Preston Sledd
Charles Jones
Gene Moser
Howard George
Ronald Gillenwater
Joe Havens
Richard Edwards
Lee McCoy
Debbie Mowell

THIS WILL SERVE AS A BRIEF GUIDELINE TO EXPLAIN THE PROPOSAL. USE THIS TO WALK THROUGH THE MEMORANDUM OF AGREEMENT.

ITEM #1:

This calls for the moving of your current Health and Welfare Plan from one Administrative office to another. The present plan of benefits would be moved from one office to another to be administered there. Your benefit level would remain as is.

ITEM #2:

The 45C that was amended to 40C applies to the grocery clerk group. In 1983, the rate of 45C was negotiated and it was later found by an actuarial study by the Trustees that 40C was all that was needed to fund the benefit level now being enjoyed. Therefore, the Locals were advised that they could waive 5C of this amount. The former President of Local #278 granted that request by letter dated April 22nd, 1985.

SCHEDULE A WAGES:

All full-time and part-time employees who have attained the top rate in the full-time brackets will be reduced \$1.00 per hour, effective 11/23/86. On 11/15/87, twenty-five (25C) cents of that dollar will be put back into your hourly rate. Then on 11/20/88, thirty-seven (37C) cents will be reinstated. (Note rates under columns dated 11/15/87 and 11/20/88.)

All employees who are in the wage progressions and have yet to reach the top rate in their wage bracket will continue in the progression until such time they reach the top rate, as reflected in this wage schedule.

Part-time employees in grocery, deli and meat department on the \$3.50 to \$4.00 per hour progression on the basis of 1,040 hours worked, will now advance 25C per hour after having worked 1,000 straight-time hours beginning 1/4/87 up to a maximum of \$5.00 per hour.

Non-Food wages applies to the non-food or the drug side, such as the Sav-On operation. These rates will be unaffected.

ITEM #4:

The deletion of 14.4, 14.5, 14.7, 14.8, 14.9 and 14.10 refers to five (5) personal holidays, 1 Birthday, 2 Personal, 2 Extra Days Pay with vacation anniversary and first pay check in December, these would be deleted.

ITEM #5:

The proposed expiration of 9/9/89. Also elements of this package would become effective following ratification.

ITEM #6:

Employees hired after ratification will work at straight-time on Sundays and holidays for first two (2) years of employment and afterwards will earn a \$1.00 per hour premium for each hour in addition to their straight-time hours worked on Sundays and holidays.

Further, Sunday and holiday hours will be worked by employees hired after 8/27/83. If additional help is needed, the management may then select a full-time or part-time hired prior to 8/27/83 to work at the rate of time and one-half.

Part-time employees hired prior to 8/27/83 will have the option to volunteer to work Sundays and Holidays with the new hires if they choose to waive the time and one-half provision and will then be paid a \$2.00 per hour premium in addition to their straight-time hours worked.

The other option would be to allow them to draft you as needed and pay you time and one-half.

ITEM #7:

Change 12 weeks to 6 weeks. This applies to status #3 employees who will now be able to bump a less senior employee after working 6 consecutive weeks below 32 hours.

ITEM #8:

This would add "Step-Children" to our present funeral leave language.

ITEM #9:

Posting schedule at 12 noon on Friday. This will also allow shop stewards the right to copy the schedule.

ITEM #10:

Side letter on employee feed-back will enable full-time employees to evaluate management.

ITEM #11:

The company has agreed to meet with the Union to discuss the bumping process in case of store closing.

ITEM #12:

Dispute procedure. The new Step #1 is designed to speed up the processing of grievances.

ITEM #13:

This will bring the Deli seniority provision from the wage schedule and place it in the proper Article 15, Seniority.

ITEM #14:

Leave of Absence - This would allow an elected official to the Union a leave of absence for the duration of the contract, rather than one year leaves.

ITEM #15:

Delete 19.3. This provision permits the company the right to send employees to a company selected doctor at the expense of the Employer. It was a duplication of Article 17.8.

ITEM #16:

Delete insurance, this is language from the former Meat Cutters Contract that spelled out monthly contributions to the Health and Welfare Fund at that time.

ITEM #17:

This applies to Meat Plant only. This permits a faster remedy of grievances by speeding up the process.

ITEM #18:

Meat Plant Only. This too is designed to speed up grievance procedure.

ITEM #19:

Meat Plant Only. Since the closing of beef fabrication, the need no longer existed for many classifications and this identifies the appropriate classifications there at the present time.

ITEM #20:

Meat Plant Only. This proposal is designed to re-align the seniority classifications since the beef fabrication has closed.

ITEM #21:

Meat Plant Only. Delete Break up and Meat Trainee, this too was deleted because of the closing of fabrication and no longer a need for this language.

ITEM #22:

Meat Plant Only. Deletion of Items 4, 5 and 6 from miscellaneous notes, also referred to trainee and break up which is obsolete now.

ITEM #23:

Meat Plant Only. Delete Item 8 of miscellaneous notes, also becomes obsolete due to closing of fabrication line.

ITEM #24:

Non Discrimination - This language outlines both the Company, as well as the Union's observance of the law.

ITEM #25:

1. Special program for Meat Departments - This language was drafted and designed to protect our meat cutters as a profession. As most of you know by now, less and less actual meat cutting is being performed due to the box beef industry.

2. This section also provides security for the apprentices and protects their jobs for the future.

3. The deletion of the language in Sections 11.31, 11.32 and 11.33, as well as the last sentence of 15.33 is designed to re-align the classifications as they were known before in the Meat Department.

15.34 will spell out the new classifications and this will now allow seniority to be rewarded in its truest form, rather than by job classification. The deletion of the side letter dated 8/31/83 pertains to duties of meat clerks which will be obsolete now with the new language.

4. This outlines an incentive program for potential retirees or persons who may wish to pursue a profession elsewhere. To qualify, a Head Meat Cutter or Journeyman must submit a letter within 30 days following ratification.

5. The amount paid will depend on your years of service. If you have 12 years or more, the amount is \$12,000.00 (minus taxes). If you have less than 12 years it would be \$10,000.00. (minus taxes).

6. All meat department employees will be dovetailed into one seniority group of full-time and another group as part-time. Again, seniority will be observed in purest form based on full-time hire date.

This further outlines the red circled group, as well as the new Meat Department classification.

7. This merely qualifies who is eligible for the above buyout or incentive program.

ITEM #26

Special Clerk Program - This outlines an incentive program for potential retirees or persons who may wish to pursue a profession elsewhere. Persons interested in this program must notify the Company within 30 days of ratification of their desire to take such.

You will note that clerks on the \$9.55 or \$9.71 rates or higher will be eligible for the \$10,000.00 buyout (minus taxes) and those on rates of \$8.10 would be eligible for a \$7,000.00 buyout (minus taxes).

The payment on the above programs may be received in 1986 or deferred until 1987 upon your request.

I trust that this will have assisted you in better understanding this proposal. Should you have questions pertaining to this proposal, feel free to call this office.

Again, I remind you that your ballot must be marked and mailed back to this office before November 17th, 1986.

Faternally,



Gene Moser,
President

CH/m



This report is authorized by law 29 U.S.C. 2.
Your voluntary cooperation is needed to make
the results of this survey comprehensive,
accurate, and timely.

Form Approved
O.M.B. No. 1220-0001
Approval Expires 1/31/90

#6888
~~SECRET~~ **FIRST**
APRIL 20, 1988

SECRETARY-TREASURER
United Food and Commercial Workers
Suffridge Building
1775 K STREET NORTHWEST
WASHINGTON, DC. 20006

MAY 16 1988 R

PREVIOUS AGREEMENT EXPIRED
JUNE 06, 1987

Respondent:

Address for Local 278
Below

We have in our file of collective bargaining agreements a copy of your agreement(s).

~~Proper~~
~~United Food Stores Giant A&P Safeway Va 233-278 & 157~~ **United Food and Commercial Workers;**
VIRGINIA

Would you please send us a copy of your current agreement—with any supplements (e.g., employee-benefit plans) and wage schedules—negotiated to replace or to supplement the expired agreement. If your old agreement has been continued without change or if it is to remain in force until negotiations are concluded, a notation to this effect on this letter will be appreciated.

I should like to remind you that our agreement file is open for your use, except for material submitted with a restriction or public inspection. You may return this form and your agreement in the enclosed envelope which requires no postage.

Sincerely yours,

Janet L. Norwood

JANET L. NORWOOD
Commissioner

THIS INFO FROM UFCW INTL
PLEASE RETURN THIS LETTER WITH
YOUR RESPONSE OR AGREEMENT(S).

If more than one agreement, use back of form for each document. (Please Print)

1. Approximate number of employees involved 2,750
2. Number and location of establishments covered by agreement 40
3. Product, service, or type of business _____
4. If your agreement has been extended, indicate new expiration date _____

Your Name and Position

Area Code/Telephone Number

Address

City/State/ZIP Code

OFFICE OF THE PRESIDENT LU 278

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